

Project Vetting Form

PROJECT NAME: Hearing on Equal Pay

DATE BEFORE THE COMMISSION: March 24, 2014

PROJECT NAME: Hearing on Equal Pay/Support of Commission on Equal Pay

PROJECT PARTNERS: Equal Rights Advocates

TOTAL BUDGET ASK FROM COMMISSION: unknown at this time

PROJECT SUMMARY: Utilizing the Commission's legal capacity to call hearings and commission research, the Equal Rights Advocates (ERA) have suggested that the Commission hold an informational hearing about equal pay. Working with ERA and other experts in the field, the Commission could provide legislators important information about the need to promote and legislate equal pay along with identifying structural and institutional obstacles that prevent women from achieving equal pay.

It has also been suggested that the Commission support the formation of an Equal Pay Commission and set the ground for this with the hearing.

COMMISSION'S ROLE/PARTICIPATION: The Commission would work with partners to set the hearing, identify key speakers, commission research for the hearing, make briefing packets, and work with legislators to assure good attendance at the hearing.

POLITICAL OPPORTUNITIES TO ADVANCE ISSUE(S): With the idea that the Commission is taking on pay equity as its primary issue for the next 3-5 years, it makes sense that the Commission would use its basic legislated power of holding a hearing to provide information to various legislators about the issue. Holding such a forum, if constructed appropriately, would provide a larger platform to discuss what the Commission is doing, what the needs of all California women are in the workforce, and give us some good visibility in Sacramento.

COMMUNITY BUILD-UP/BACKING: This idea was floated by the ERA. The E.D. has not surveyed other community partners for support, but believes that there will be several other organizations (CA NOW, Soroptimist, CAMEO, etc.) that would be willing to support this endeavor.

OTHER PLAYERS: As far as an initial search in this area, the Commission has several legislative Commissioners exploring this area for legislation in 2014-15. The Commission would work along side these Commissioners to make sure the hearing supported their inquiries and need to inform their colleagues about the issues around pay equity.

Equal Rights Advocates: ERA stands up for workers who face bias or unfair treatment in the workplace because they are mothers or other caregivers, or simply because it is assumed that they will be. We are battling false stereotypes about the productivity of mothers and other primary caregivers that lead to discrimination in pay and promotion. We also protect workers who actually need family and medical leave or workplace accommodations, especially for low-wage earners in inflexible work environments.

Equality and economic security for women starts with educational opportunities. ERA is committed to ensuring that education is an opportunity enjoyed by all, regardless of sex or gender identity. ERA is

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enforcing Title IX of the Education Amendments of 1972, the federal law that prohibits sex discrimination in schools and other educational programs accepting federal funds, and other civil rights laws. We are also breaking stereotyping that limits dreams and fostering the next generation of leaders through innovative programs.

Many working women continue to face sex discrimination and other unfair treatment on the job, including sexual harassment and assault, wage theft, unequal pay, and other injustices. Women in male-dominated industries and those who are marginalized by race, poverty, immigration status, and/or sexual orientation often confront multiple barriers to equal opportunity and fair treatment at work.